

## **ZERO TOLERANCE FOR RESIDENT ABUSE**

The Department for Mental Health and Mental Retardation Services is committed to providing a caring and hospitable environment that is both safe and secure for persons residing and working in its facilities. To assure that all staff are reminded of their responsibility to maintain a therapeutic environment, the Department affirms a **ZERO TOLERANCE** for Resident Abuse as defined below:

### **ABUSE OF RESIDENTS**

Acting in a manner that willfully, intentionally, or recklessly causes pain, physical, or emotional injury including but not limited to: slapping, shaking, kicking, choking, hitting, rape or sexual assault; any contact of a sexual nature between a staff person and a resident; any exploitation; or any verbal or other communication to threaten an individual with physical harm or to ridicule, intimidate, humiliate or degrade a resident.

**ZERO TOLERANCE** for resident abuse represents the very best way in which we can achieve our mission and is simply the right thing to do. All staff are expected to acknowledge understanding that such conduct is prohibited and that even a singular violation may result in dismissal. Of course, this does not limit the Department from imposing discipline for other types of infractions where circumstances so warrant.

Further, staff are reminded that if they have any reasonable cause to suspect that a resident has been abused, neglected, or exploited, they must report that information immediately, pursuant to KRS 209.030. Failure to report will result in a request for major disciplinary action.

I have received a copy of this document, have read it and understand it.

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Employee Signature and Date

Effective: May 16, 2003